

OCA 88-0774
15 March 1988

MEMORANDUM FOR THE RECORD

SUBJECT: Briefing to HPSCI Staff on Agency Financial Services

25X1 1. On 14 March, [redacted] Office of Personnel, Gary
25X1 Foster and [redacted] Office of Medical Services, met with
Bernard Toon, Richard Giza and John Keliher from the HPSCI
staff to inform them of the financial services provided to
Agency employees. The inquiry arose as a result of recent
testimony provided by the DDCI to the Committee. During the
question and answer period, the DDCI discussed the kinds of
services the Agency provides to employees experiencing
financial difficulties.

25X1 2. [redacted] described the services provided by the
Office of Personnel and made the following key points:

--All new EOD employees receive a one to two hour
briefing on basic financial management.

--OP is planning a 3 to 4 hour hands on workshop for
employees to assist them in better management of their
finances.

--OP has offered special runnings on financial
management to various Agency offices.

--The Public Service Aid Society (PSAS) was
established in the Agency 30 years ago and is
supported by contributions from Agency employees. No
interest loans or, in some rare cases, grants are made
to employees who are experiencing financial hardships.
The standards and criteria for loans from PSAS are
high but are applied in a manner consistent with need.
Last year, there were 3 to 4 applications per month,
half of which were accepted. PSAS has about \$200K in
its account. Contributions by Agency employees amount
to about \$30K to \$40K per year.

3. Foster then presented the financial counseling
services provided by the Office of Medical Services. He
covered how employees are identified as having financial
problems. Among the methods of identification are self

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referrals, management referrals, security background investigations, credit union referrals, and security reinvestigations. When asked how the Agency defined financial difficulty, Foster indicated that there is usually an identifiable pattern which clearly distinguishes those who have legitimate debt from those who are financially unstable. Foster emphasized that the unit responsible for financial counseling was placed in proximity to other OMS counseling services because the Agency finds that some employees experiencing financial difficulties are also experiencing other problems for which OMS provides counseling.

25X1 4. [] covered the financial counseling process, including some detail on how the counselors work with employees to develop a financial plan and budget. She also indicated that counselors will work with creditors in some cases to help employees out of severe debt problems.

5. During the briefing the following statistical data was provided:

--75% of OMS clients are GS-9 and below.

--50% have less than 5 years Agency service.

--50% are men.

--33% are married with equal percentage distributions for single and divorced employees.

6. There were no problems encountered during the briefing. The staffers were looking to see how the Agency has postured itself to assist those who, in extreme financial difficulty, might be tempted to sell classified information to the opposition. They seemed quit satisfied and suggested that other community agencies should consider duplicating Agency practices.

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